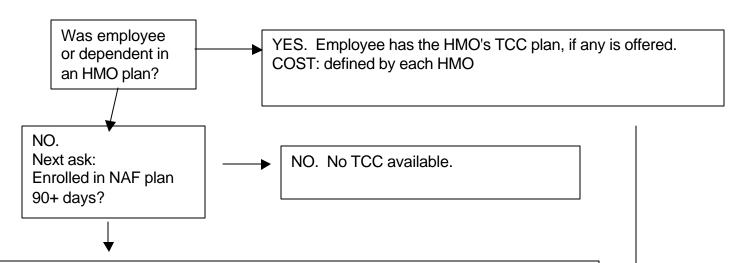
Anyone participating in the Army NAF Medical Program on December 31, 1999 is grandfathered with the rules that were in effect on December 31, 1999, if the old rules provide the Army NAF participant a better benefit.

Section N. TCC (Temporary Continued Coverage), COBRA-like, medical only

This section applies to: employees, dependents, retirees (employee who retires without PRM)
In what situations? When coverage ends due to:

- Employment ceases (termination for any reason other than gross misconduct, or retirement w/o PRM).
- Participant (employee, or employee/retiree's dependent) becomes ineligible (for example, employee's job changes to flexible, dependent reaches age limit, or spouse loses coverage because of divorce).

When does TCC start? All TCC is effective when 'normal' coverage ends. Participant must apply within 60 days of date coverage ends.



TCC REGULAR

YES. If participant applies within 60 days of loss of coverage, the participant (this includes covered dependents for employees with family coverage) have:

- Medical TCC coverage.

LENGTH: Up to 18 months

COST: 102% of total premium

OR

- "Conversion" available, no medical exam required, now or when TCC is over.

COST: varies, see carrier for prices

TCC DISABLED IMPORTANT NOTE REGARDING TOTALLY DISABLED EMPLOYEES: If

employee proves total disability within first 60 days of termination of regular coverage, see the flowchart on disabled employees. (This provision is not applicable to dependents who lose coverage because they become ineligible through age limit, divorce, etc.)

TCC BRAC

IMPORTANT NOTE REGARDING EMPLOYEES SEPARATED BECAUSE OF BRAC:

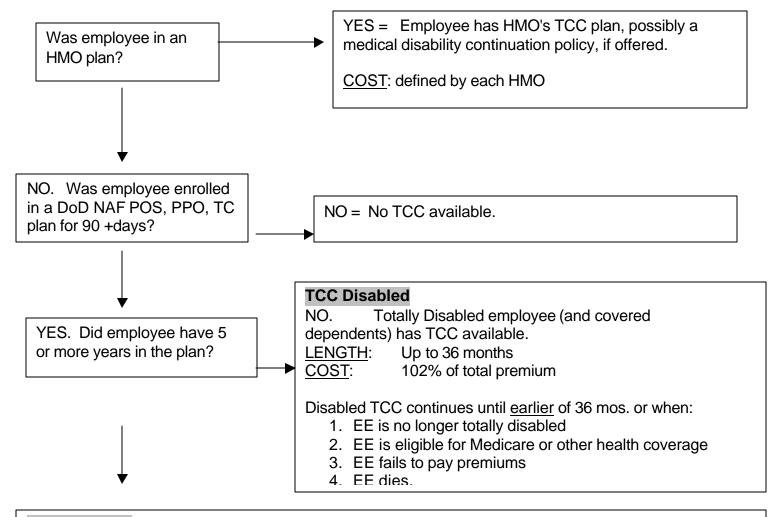
If the employee was separated by BRAC <u>and</u> employee was enrolled in the NAF HBP at least <u>six months</u>, the NAF employer <u>may</u> pay the employer's share of the premium and applicable admin fees. Get a HIPAA statement. LENGTH: Up to 18 months.

COST: Active rate; or 102%

N.1.b.(2). TCC (Temporary Continued Coverage), COBRA-like, medical only

Situation: Totally Disabled *employee* who does NOT qualify for PRM

- PRM-eligible people would have PRM benefits, wouldn't go through TCC at all
- All TCC begins when 'normal' coverage ends.



TCC Disabled

YES. Totally Disabled EE (and covered dependents) has TCC available.

LENGTH: Up to 36 months

COST: a) 12 months free (ER pd = a **premium waiver**), then

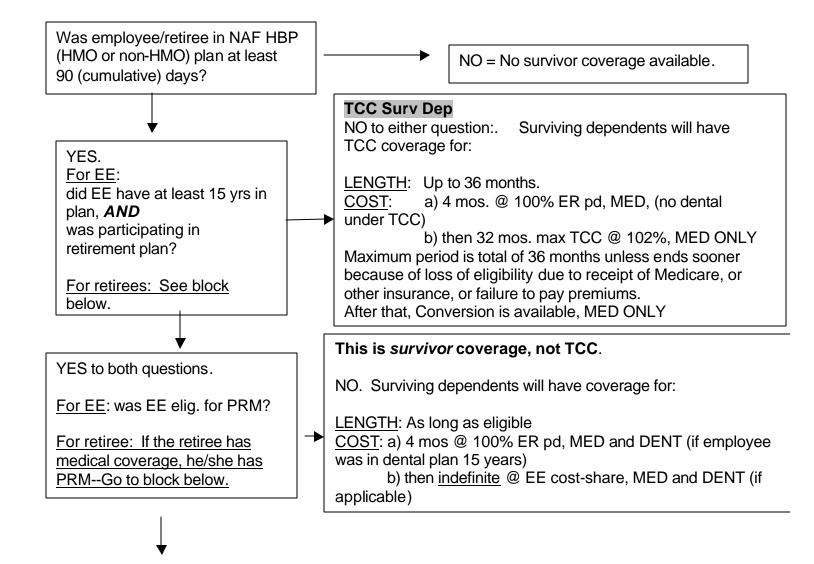
b) 24 months at 102% of total premium.

This TCC continues until earlier of 36 mos. or when:

- 1) EE is no longer totally disabled
- 2) EE is eligible for Medicare or other health coverage
- 3) EE fails to pay required premiums
- 4) EE dies

O. Coverage for Surviving Dependents

- Medical and Dental coverage may <u>both</u> be available, based on situation. (TCC is medical only).
- All TCC begins when 'normal' coverage ends.
- Survivors who are enrolled in HMOs must enroll in non-HMO plan to continue coverage.



This survivor PRM coverage, not TCC.

YES. Surviving covered dependents will have applicable plan coverage for:

LENGTH: As long as eligible

<u>COST</u>: Continues PRM coverage applicable to the employee/retiree. (This includes dental if employee was in dental plan 15 years, or retiree was receiving PRM dental coverage.) "Grandfathered" employer eligibility and premium-sharing practices applicable to the deceased employee/retiree apply to covered survivors.

Note: Survivor can NOT add any new dependents except employee/retiree's child born after the death.